

16 FEBRUARY 1959

MEMORANDUM FOR: OFFICE OF THE COMPTROLLER
ATTENTION: ADMINISTRATIVE OFFICER
SUBJECT: IG SURVEY OF THE OFFICE OF PERSONNEL

THE FOLLOWING ARE THE QUESTIONS RAISED BY IG SURVEY REGARDING THE CIA CAREER SERVICE PROGRAM AND THE INDUSTRIAL CONTRACT AUDIT BRANCH COMMENTS THEREON.

A. WHAT ARE YOUR VIEWS AS TO THE MERITS OF A CIA CAREER STAFF?

A CAREER STAFF IS VERY DESIRABLE IF THE ADVANTAGES OF SUCH A STAFF BECOME REAL RATHER THAN THEORETICAL. AT PRESENT, WE BELIEVE MOST CIA EMPLOYEES RECOGNIZE THE SIGNIFICANCE OF THE PLEDGE THEY MAKE TO CIA, BUT CANNOT SEE ANY REAL ADVANTAGES FLOWING TO THEM FROM CIA.

B. SHOULD ELIGIBILITY FOR MEMBERSHIP BE MORE RESTRICTED THAN AT PRESENT?

ELIGIBILITY SHOULD BE MORE RESTRICTED. IF EVERYONE IS ACCEPTED, SELECTION HAS NO REAL SIGNIFICANCE AND ANY ADVANTAGES CAN BE ONLY THEORETICAL.

C. IS THE BASIC CONCEPT OF SEPARATE CAREER SERVICES FOR CIA SOUND?

SINCE THE PROFESSIONAL REQUIREMENTS ARE DIFFERENT FOR DIFFERENT PARTS OF THE AGENCY, SEPARATE CAREER SERVICES ARE QUITE APPROPRIATE.

D. IN TERMS OF INTELLIGENT PERSONNEL ADMINISTRATION, WHAT FEATURES OF THE CIA CAREER SERVICE PROGRAM HAVE BEEN OF MOST ASSISTANCE TO YOU IN EXERCISING YOUR RESPONSIBILITIES?

EXCEPT IN THE AREA OF PROMOTIONS, THE INDUSTRIAL CONTRACT AUDIT BRANCH HAS NOT REALLY FELT THE EFFECT OF THE CAREER SERVICE PROGRAM IN EXERCISING OUR RESPONSIBILITIES. THIS IS PROBABLY BECAUSE WE HAVE NO OVERSEAS RESPONSIBILITY.

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E. ARE YOU SATISFIED WITH PRESENT PROCEDURES GOVERNING THE PROCESSING OF PERSONNEL ACTIONS THROUGH THE VARIOUS CAREER SERVICE PANELS AND BOARDS TO EFFECT PROMOTIONS, ROTATIONS AND ASSIGNMENTS? IN WHAT WAY COULD THESE PROCEDURES BE IMPROVED OR MODIFIED TO BEST MEET YOUR PARTICULAR NEEDS?

WE ARE SATISFIED WITH PRESENT PROCEDURES GOVERNING THE PROCESSING OF PERSONNEL ACTIONS THROUGH THE VARIOUS CAREER SERVICE PANELS AND BOARDS TO EFFECT PROMOTIONS, ROTATIONS AND ASSIGNMENTS. WE HAVE NO SUGGESTIONS FOR IMPROVEMENTS OR MODIFICATIONS TO MEET OUR PARTICULAR NEEDS.

F. WHAT WOULD BE YOUR MAIN OBJECTIONS, IF ANY, TO GREATER INTERCHANGE OF EMPLOYEES ON A ROTATION BASIS BETWEEN DD/P, DD/I AND DD/S?

WE WOULD HAVE NO OBJECTIONS TO GREATER INTERCHANGE OF EMPLOYEES ON A ROTATION BASIS BETWEEN DD/P, DD/I AND DD/S. IN FACT, WE BELIEVE SUCH ROTATION SHOULD BE ENCOURAGED.

G. ANY ADDITIONAL COMMENTS PERTAINING TO THE PROGRAM AS A WHOLE.

WE BELIEVE THAT MEMBERSHIP IN THE CAREER SERVICE STAFF SHOULD BE RESTRICTED ENOUGH TO MAKE THE PRESENT THEORETICAL ADVANTAGES BECOME REAL AND THAT EMPLOYEES SHOULD BE BETTER INFORMED AS TO WHAT THOSE ADVANTAGES ARE.

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CHIEF,
INDUSTRIAL CONTRACT AUDIT BRANCH

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